Human Resources and Skills Development Canada
Ressources humaines et Développement des compétences Canada

Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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Wage Settlements

Covering 500 or More Employees

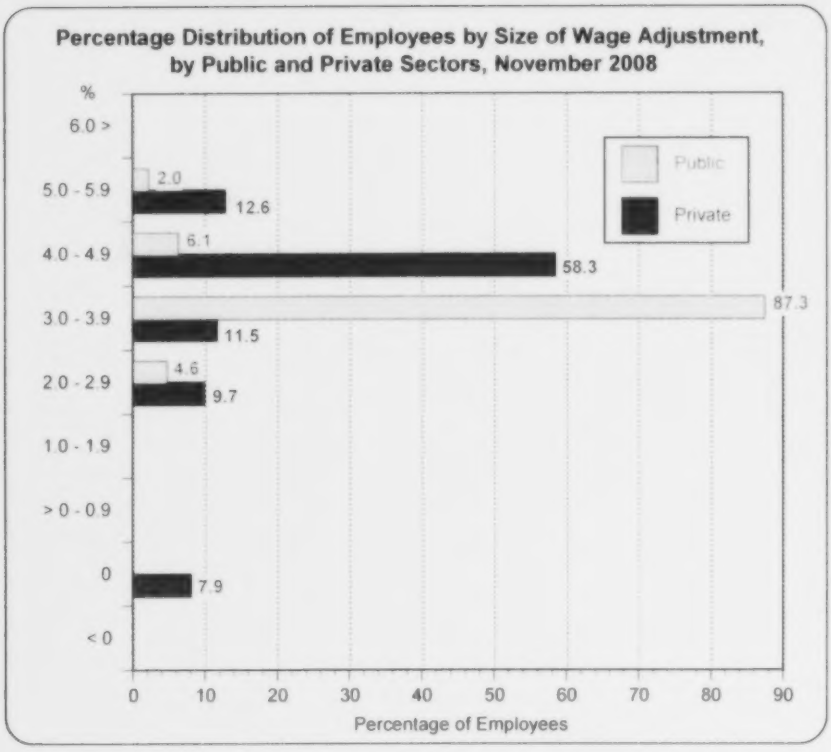
November 2008

Major collective bargaining settlements in November 2008 provided base-rate wage adjustments averaging 3.4% annually over the contract term. The results for November 2008 are based on a review of 39 settlements and cover 40,170 employees.

When the parties to these settlements previously negotiated, contract durations averaged 44.8 months and the resulting wage adjustments averaged 2.5%, compared to the 3.4% in their current round of settlements and average contract durations of 50.6 months.

In November 2008, adjustments in the public sector averaged 3.1% for 28,510 employees in 31 agreements; private-sector wage adjustments averaged 4.0% for 11,660 employees in 8 agreements. The higher average wage adjustment in the private sector was due to 3 retail-sector agreements in Alberta (Real Canadian Superstore) providing an average wage increase of 4.8% for 8,270 employees. The lower public-sector adjustment was influenced in part by the education, health, and social services sector with a wage adjustment averaging 3.1%; this sector was largely comprised of Ontario education agreements averaging 3.0%.

Canada



On a jurisdictional basis, Alberta registered the largest average wage adjustment at 4.8% (5 agreements covering 9,590 employees). The second largest average increase was posted in Saskatchewan at 4.4% (a single agreement covering 990 employees). The smallest average wage adjustment was recorded in Quebec at 2.0% (3 agreements covering 2,940 employees). The largest concentration of agreements (74.4%) and employees (65.0%) was in Ontario where wage adjustments averaged 3.0%.

On an industry basis, average wage adjustments ranged from a low of 1.3% in the manufacturing sector (3 agreements covering 2,050 employees), to a high of 4.8% in the trade sector (3 agreements covering 8,270 employees). The largest concentration of agreements and employees was in the education, health, and social services sector (76.9% of all agreements with 69.1% of all employees) where wage adjustments averaged 3.1%. A wage adjustment in the entertainment and hospitality sector averaged 3.2%.

Wage adjustments ranged from a wage freeze for 920 plant and maintenance employees with Waterville TG inc. in Quebec, to a high of 5.2% for 1,470 employees with Real Canadian Superstore in Alberta. The majority of agreements (74.4%) and employees (65.3%) received increases in the 3.0 to 3.9% range.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2008		
	September	**October**	**November**
Sectors			
Public Sector	4.1	3.9	3.1
Private Sector	3.3	2.0	4.0

	2008		
	September	**October**	**November**
All Industries/Jurisdictions			
Average Annual Adjustment	4.0	3.6	3.4
Non-COLA	4.0	3.6	3.4
COLA	3.9	-	2.7
First-Year Adjustment	4.1	3.7	3.7
Non-COLA	4.1	3.7	3.7
COLA	4.0	-	3.1
Industries			
Primary Industries	-	-	3.2
Manufacturing	3.9	1.5	1.3
Wholesale and Retail Trade	2.6	2.1	4.8
Transportation	4.6	3.0	-
Information and Culture	1.6	2.0	-
Finance and Professional Services	-	2.0	-
Education, Health, and Social Services	4.1	4.2	3.1
Entertainment and Hospitality	-	-	3.2
Public Administration	3.3	-	4.5
Jurisdictions			
Newfoundland and Labrador	-	5.0	-
Quebec	-	4.9	2.0
Ontario	3.1	2.9	3.0
Manitoba	3.6	1.2	-
Saskatchewan	-	3.0	4.4
Alberta	4.5	5.0	4.8
British Columbia	2.6	2.7	2.5
Federal Jurisdiction	3.3	2.0	-

Average Annual Percentage Wage Adjustments by Quarter

	2007	2008		
	4th	1st	2nd	3rd
Sectors				
Public Sector	3.4	3.2	3.0	4.4
Private Sector	3.2	3.9	1.7	2.8
All Industries/Jurisdictions				
Average Annual Adjustment	3.4	3.4	2.4	4.0
Non-COLA	3.4	3.3	2.7	4.0
COLA	3.5	5.1	1.4	3.3
First-Year Adjustment	4.0	3.3	2.3	5.3
Non-COLA	3.9	3.2	2.9	5.3
COLA	4.9	5.6	0.5	3.5
Industries				
Primary Industries	-	4.8	3.4	-
Utilities	4.4	3.3	2.1	3.5
Construction	3.4	5.8	-	-
Manufacturing	2.8	1.1	1.1	3.1
Wholesale and Retail Trade	-	4.6	1.7	2.5
Transportation	3.1	3.2	2.9	3.2
Information and Culture	3.4	2.0	2.1	1.6
Finance and Professional Services	4.2	2.0	2.9	-
Education, Health, and Social Services	3.9	3.5	3.8	4.6
Entertainment and Hospitality	2.5	-	1.2	2.3
Public Administration	3.2	2.1	3.3	3.0
Jurisdictions				
Newfoundland and Labrador	3.2	-	5.0	-
Prince Edward Island	-	3.0	-	3.0
Nova Scotia	2.9	3.5	2.9	-

	2007	2008		
	4th	1st	2nd	3rd
New Brunswick	-	4.0	3.0	2.5
Quebec	3.2	2.4	2.1	2.8
Ontario	2.9	3.0	1.8	2.9
Manitoba	3.8	4.1	3.5	3.3
Saskatchewan	4.2	2.3	-	6.2
Alberta	4.4	4.0	4.7	5.3
British Columbia	2.9	3.3	3.4	2.6
Territories	-	-	4.4	-
Multiprovince	2.9	-	-	-
Federal Jurisdiction	3.3	3.4	2.6	3.3

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.3	2.6	3.4	3.6
Private Sector	2.4	2.2	3.2	2.6
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	3.3
Non-COLA	2.3	2.5	3.3	3.4
COLA	2.5	2.7	3.4	2.0
First-Year Adjustment	2.1	2.4	3.8	3.6
Non-COLA	2.1	2.4	3.9	3.8
COLA	2.6	2.7	3.5	1.4
Industries				
Primary Industries	3.1	2.8	4.7	4.3
Utilities	2.6	2.3	3.8	2.2
Construction	2.5	3.6	3.3	5.8

	2005	2006	2007	2008
Manufacturing	2.4	2.4	2.5	1.5
Wholesale and Retail Trade	2.0	1.2	2.4	2.9
Transportation	2.9	2.1	2.7	3.1
Information and Culture	2.5	2.5	3.0	2.0
Finance and Professional Services	2.3	2.5	3.5	2.8
Education, Health, and Social Services	2.1	2.6	3.5	3.9
Entertainment and Hospitality	1.9	2.9	3.3	1.9
Public Administration	2.5	2.8	3.5	2.7
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.6	5.0
Prince Edward Island	2.5	2.7	2.8	3.0
Nova Scotia	3.3	3.2	3.0	3.4
New Brunswick	3.1	3.0	2.5	2.7
Quebec	1.6	2.0	3.2	2.4
Ontario	2.7	2.5	3.0	2.5
Manitoba	2.9	2.6	3.0	3.5
Saskatchewan	2.0	2.1	4.1	5.2
Alberta	3.0	3.4	4.9	4.8
British Columbia	0.5	2.5	3.0	2.7
Territories	3.0	3.1	3.0	4.4
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	2.9

***Note**: Data for 2008 cover the months of January through November.*

Average Annual Percentage Wage Adjustments by Public and Private Sector, a Chronological Perspective Since 1988

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2

Year	Public	Private	Both Sectors
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.2	3.3
2008	3.6	2.6	3.3

***Note**: Data for 2008 cover the months of January through November.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 325kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries.

Major Settlements Reached in November 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Xstrata Copper Canada, Kidd Metallurgical Division Timmins, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) smelting and refinery employees	640	3.2*	36.0	Sep 30, 2011
1 agreement	**640**	**3.2**	**36.0**	
Manufacturing				
Bombardier Transportation North America Thunder Bay, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) production employees	600	2.2*	36.0	May 31, 2011
Kruger Products New Westminster, British Columbia Communications, Energy and Paperworkers Union of Canada (CLC) mill employees	530	2.5	48.0	Apr 30, 2012
Waterville TG inc. Waterville, Quebec; Coaticook, Quebec; and Sherbrooke, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) plant and maintenance employees	920	0.0	35.0	Jun 30, 2011
3 agreements	**2,050**	**1.3**	**38.7**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
Real Canadian Superstore Calgary, Alberta United Food and Commercial Workers Canada (CtW/CLC) grocery distribution centre employees	3,800	4.7	72.0	Aug 12, 2012
Real Canadian Superstore Edmonton, Alberta United Food and Commercial Workers Canada (CtW/CLC) grocery distribution centre employees	3,000	4.7	72.0	Aug 12, 2012
Real Canadian Superstore province-wide, Alberta, excluding Edmonton and Calgary United Food and Commercial Workers Canada (CtW/CLC) grocery distribution centre employees	1,470	5.2	72.0	Aug 12, 2012
3 agreements	**8,270**	**4.8**	**72.0**	
Education, Health, and Social Services				
Alberta Cancer Board province-wide, Alberta Alberta Union of Provincial Employees (Independent-natl.) support employees	580	5.0	36.0	Mar 31, 2011
Algonquin and Lakeshore Catholic District School Board Kingston and area, Ontario Ontario English Catholic Teachers' Association (CLC) elementary and secondary teachers	850	3.0	48.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Board of Governors of Ryerson University Toronto, Ontario Ryerson Faculty Association (Independent-local) professors and librarians	730	3.0	36.0	Jun 30, 2011
Catholic District School Board of Eastern Ontario Smiths Falls, Ontario Ontario English Catholic Teachers' Association (CLC) elementary and secondary teachers	900	3.0	48.0	Aug 31, 2012
Conseil des écoles catholiques de langue française du Centre-Est Ottawa, Ontario Association des enseignantes et des enseignants franco-ontariens (Independent-natl.) elementary and secondary teachers	800	3.0	48.0	Aug 31, 2012
Conseil scolaire catholique de district des Grandes Rivières Timmins, Ontario Association des enseignantes et des enseignants franco-ontariens (Independent-natl.) elementary and secondary teachers	650	3.0	48.0	Aug 31, 2012
Conseil scolaire catholique de district des Grandes Rivières Timmins, Ontario Ontario Secondary School Teachers' Federation (CLC) office employees and technicians	630	3.0	48.0	Aug 31, 2012
Conseil scolaire catholique du Nouvel-Ontario Sudbury, Ontario Association des enseignantes et des enseignants franco ontariens (Independent-natl.) elementary and secondary teachers	590	3.0	48.0	Aug 31, 2012
Conseil scolaire de district catholique Centre-Sud Toronto, Ontario Association des enseignantes et des enseignants franco-ontariens (Independent-natl.) elementary and secondary teachers	730	3.0	48.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Conseil scolaire de district catholique de l'Est Ontarien L'Orignal, Ontario Association des enseignantes et des enseignants franco-ontariens (Independent-natl.) elementary and secondary teachers	600	3.0	48.0	Aug 31, 2012
Dufferin-Peel Catholic District School Board Mississauga and area, Ontario Dufferin Peel Educational Resource Workers' Association (Independent-local) educational services employees	520	3.0	48.0	Aug 31, 2012
Dufferin-Peel Catholic District School Board Mississauga and area, Ontario Ontario English Catholic Teachers' Association (CLC) elementary teachers	2,860	3.0	48.0	Aug 31, 2012
Dufferin-Peel Catholic District School Board Mississauga and area, Ontario Ontario English Catholic Teachers' Association (CLC) occasional teachers	810	3.0	48.0	Aug 31, 2012
Durham Catholic District School Board Oshawa, Ontario Ontario English Catholic Teachers' Association (CLC) elementary teachers	860	3.0	48.0	Aug 31, 2012
Durham Catholic District School Board Oshawa, Ontario Ontario English Catholic Teachers' Association (CLC) secondary teachers	580	3.0	48.0	Aug 31, 2012
Durham District School Board Whitby, Ontario Canadian Union of Public Employees (CLC) teaching assistants	840	3.0	48.0	Aug 31, 2012
Halton District School Board Burlington, Ontario The Halton District Educational Assistants' Association (Independent-local) teaching assistants	600	3.0	48.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Hamilton-Wentworth Catholic District School Board Hamilton, Ontario Canadian Union of Public Employees (CLC) educational services employees	710	3.0	36.0	Aug 31, 2012
Hamilton-Wentworth Catholic District School Board Hamilton, Ontario Ontario English Catholic Teachers' Association (CLC) elementary teachers	1,070	3.0	48.0	Aug 31, 2012
Hamilton-Wentworth Catholic District School Board Hamilton, Ontario Ontario English Catholic Teachers' Association (CLC) secondary teachers	660	3.0	48.0	Aug 31, 2012
Lambton Kent District School Board Sarnia, Ontario Canadian Union of Public Employees (CLC) custodial employees and office employees	890	3.3	44.0	Aug 31, 2012
Saskatoon School Division No. 13 Saskatoon, Saskatchewan Canadian Union of Public Employees (CLC) support employees	990	4.4	36.0	Dec 31, 2010
Toronto Catholic District School Board Toronto, Ontario Ontario English Catholic Teachers' Association (CLC) elementary teachers	3,520	3.0	48.0	Aug 31, 2012
Trillium Lakelands District School Board Lindsay, Ontario Canadian Union of Public Employees (CLC) office employees and educational services employees	550	3.3	44.0	Aug 31, 2012
Université Laval Québec, Quebec Syndicat des professeurs et professeures de l'Université Laval (Independent-local) professors	1,320	2.7	48.0	May 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
University of Toronto Toronto, Ontario Canadian Union of Public Employees (CLC) service and maintenance employees, laboratory technicians, and building maintenance employees	670	3.3	24.0	Jun 30, 2010
Upper Canada District School Board Brockville, Ontario Canadian Union of Public Employees (CLC) office employees and service and maintenance employees	1,250	3.0	48.0	Aug 31, 2012
Waterloo Catholic District School Board Waterloo County, Ontario Canadian Union of Public Employees (CLC) office employees; educational services employees	530	3.0	48.0	Aug 31, 2012
Windsor-Essex Catholic District School Board Windsor, Ontario Ontario English Catholic Teachers' Association (CLC) elementary teachers	910	3.0	48.0	Aug 31, 2012
Windsor-Essex Catholic District School Board Windsor, Ontario Ontario English Catholic Teachers' Association (CLC) secondary teachers	570	3.0	48.0	Aug 31, 2012
30 agreements	**27,770**	**3.1**	**45.9**	
Entertainment and Hospitality				
Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation Montréal, Quebec Fédération du commerce inc. (CSN) hotel employees	700	3.2	48.0	Jun 30, 2012
1 agreement	**700**	**3.2**	**48.0**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
City of Lethbridge Lethbridge, Alberta Canadian Union of Public Employees (CLC) inside and outside employees	740	4.5	36.0	Dec 31, 2011
1 agreement	**740**	**4.5**	**36.0**	
Agreements with COLA - 2 agreements	**1,240**	**2.7**	**36.0**	
Agreements without COLA - 37 agreements	**38,930**	**3.4**	**51.1**	
All Agreements - 39 agreements	**40,170**	**3.4**	**50.6**	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	158,680	ARB/MED/B/ TENT	Sep 06–Aug 08
Canada Revenue Agency	PIPSC	10,440	ARB	Oct 07
Canada Border Services Agency	PSAC	8,490	TENT	Jun 07
Canadian Food Inspection Agency	PIPSC/PSAC	5,490	B/TENT	Jun 07/May 08
Parks Canada	PSAC	4,320	TENT	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,530	B/TENT	Mar 07/Apr 08
City of Ottawa - OC Transpo	ATU	2,300	WS	Mar 08
Marine Atlantic	CAW Canada	780	CO	Dec 07

Employer	Union	Employees	Status*	Expiry Month
Private Sector				
Canadian National Railway Company	Various unions	1,920	B	Dec 08
Bell Canada (Ont. and Que.)	CEP	1,430	B	Nov/Dec 08
Hudson Bay Mining and Smelting Co., Limited (Man.)	Various unions	1,245	B	Dec 08
Greyhound Canada Transportation Group	ATU	1,050	B	Dec 08
Maritime Employers Association (Que.)	CUPE	830	B	Dec 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Boards of Education	ETFO/OSSTF	100,930	B	Aug 08
Government of Ontario	OPSEU/OPP	52,030	TENT	Dec 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/ SGEU	24,800	B	Mar 08
Ontario Boards of Education	CUPE	21,260	B/TENT	Aug/Dec 08
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Government of Newfoundland and Labrador	NAPE	14,185	TENT	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	TENT	Mar 08
Government of Nova Scotia	Teachers	10,500	TENT	Jul 08
City of Ottawa	CUPE/CIPP	10,140	B	Dec 08
City of Calgary	CUPE/Police	6,780	B	Jan 09
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B/ARB	Dec 06
Government of New Brunswick	Nurses	4,390	TENT	Dec 07
University of Toronto	CUPE	3,400	CO	Apr 08
York University	CUPE	3,350	WS	Aug 08

Employer	Union	Employees	Status*	Expiry Month
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Canadian Red Cross - Community Health Services (Ont.)	SEIU	3,000	TENT	Jul 08
Société de transport de Montréal	CSN	2,200	TENT	Jan 07
Toronto Hydro	CUPE	2,040	TENT	Jan 09
Hydro-Québec	Engineers	1,490	B	Dec 08
Prince Edward Island Department of Health	Nurses	1,200	TENT	Mar 08
Halifax Regional Municipality	CUPE/NSUPE	1,130	B	Oct 08
City of Winnipeg	Firefighters	880	ARB	Dec 07
Private Sector				
ATCO Gas (Alta.)	Natural Gas Employees' Association	1,840	B/TENT	Dec 08
Cargill Ltd. (Alta.)	UFCW	1,600	B	Dec 08
Motor Coach Industries Limited (Man.)	IAMAW	780	B	Feb 09
Lear Canada (Ont.)	CAW Canada	740	CO	Nov 08

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	Expiry Month
City of Toronto	CUPE	29,100	Dec 08
City of Edmonton	Various unions	8,400	Dec 08
CBC/Radio-Canada	Various unions	8,300	Mar 09
Government of Ontario	AMAPCEO	7,000	Mar 09

Employer	Union	Employees	Expiry Month
Ontario Power Generation Inc.	CUPE	6,940	Mar 09
Ontario Hospital Association	OPSEU	6,540	Mar 09
Nova Scotia Association of Health Organizations	CUPE/CAW Canada	5,700	Mar 09
Liquor Control Board of Ontario	OPSEU	5,500	Mar 09
Canada Post Corporation	APOC	3,100	Mar 09
Government of Northwest Territories	PSAC	2,500	Mar 09
NAV CANADA	CAW Canada	2,300	Mar 09
National Steel Car Limited	USWA	2,170	Apr 09
No Frills Franchise Stores (Ont.)	CAW Canada	1,500	Jan 09
Riscon Services Limited, operating as Garda of Canada (Ont.)	Teamsters	1,200	Mar 09
St-Joseph's Health Care (Ont.)	CAW Canada	1,150	Mar 09
Cara Operations Limited (Ont.)	Teamsters	1,140	Jan 09
Prince Edward Island Department of Health	IUOE	610	Mar 09

Major Work Stoppages

Involving 500 or more employees, from **December 19, 2008 to January 8, 2009.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

Employer, Location, Union and Employees	Issues	Starting	Ending
Canada Post Corporation Canada-wide Public Service Alliance of Canada 2,100 technical, administrative, and support employees	Sick leave and job security	Nov 16/2008	Dec 23/2008
City of Ottawa - OC Transpo Ottawa, Ontario Amalgamated Transit Union 2,300 bus drivers, dispatchers, and maintenance employees	Scheduling and contracting out	Dec 10/2008	

Employer, Location, Union and Employees	Issues	Starting	Ending
York University Toronto, Ontario Canadian Union of Public Employees 3,350 professors and teaching assistants	Not available	Nov 6/2008	

Collective Agreement Expiries and Reopeners

The calendars of expiries and reopeners for 2009, covering 500 or more employees, are now available on the Web site at Calendars of Expiries and Reopeners.

Union Membership in Canada 2008

- Not available at the moment

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
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- working conditions
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- labour organizations
- union membership
- innovative workplace practices

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